

CU VOICE

No. 3

March 1966

Academic Study for Librarians

62 professionals, including several Heads of Branches and Departments, responded to the questionnaire on academic study for librarians. Sentiment was overwhelming for a liberalization of present University and Library policy.

To the question "Would you be interested in taking courses

- if you were given absence with pay?"
46 said YES.
- if you were granted absence without pay?"
28 said YES.
- if courses need not be 'closely related' to your present job?"
43 said YES.
- if all academic fees were waived?"
45 said YES.

To the question "Have you wanted to attend a class but not asked for permission?" 25 said YES. Reasons given were that courses were not closely enough related to their present jobs; that fees were too high (higher proportionately for librarians than for students); that absence from the job would have worked a hardship on staff and/or the public; that department policy was against enrollment in University courses; that the lack of opportunity for advancement was discouraging.

29 librarians said they had taken courses within the past three years, mostly on weekends, at night, or with University Extension.

8 respondents were granted time off, 5 with pay, to attend classes.

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The ALA on Library Unions

From Frederick H. Wagman, immediate past president of the American Library Association, writing in the December 1965 issue of the ALA Bulletin:

...The ALA, quite frankly, is an association whose primary concern is with the aims, the mission, and the work of the profession. It is not organized for, or engaged in, specific undertakings to better the lot of its individual members in the hard, practical, direct way that a labor union is, say for example, the American Federation of Teachers. (Our emphasis)

...To the librarian who means by the inquiry, does ALA help me directly through improvement of my salary, or by guaranteeing me tenure, or by finding me a better job, or by insuring correction of my local grievances, the answer at present has to be negative. The Association is not now oriented toward such ends. It cannot enforce any sanctions that would give it the power to achieve them. It can only use the arts of persuasion and propaganda. Alas, with respect to library salaries and fringe benefits, very little can be achieved usually by appeals to anyone's sense of justice or equity. School board members, library trustees, and university administrators may be the salt of the earth, but they are always short of funds for the many works they are asked to accomplish, and they pay only what they must to those engaged in them...

From Doris H. Moulton, Milwaukee Public Library, writing in SLA Bulletin (the publication of the ALA's Staff Organization Round Table), November 1964:

...Having had experience as a member and an officer in both a staff organization and a union affiliated with a national organization, I am convinced that the union can act more effectively in the area of salaries and working conditions. By association with the total union organization (county, state, and national), the local group gains experience, strength and prestige and creates a position of power more nearly equitable with that of the administration... The ease with which a working relationship with administration is developed depends upon whether the recognition of the union is mere tolerance, placid acceptance, or active understanding.

From the Library Chapter of Local 1474, AFT:

The sooner more librarians join the union, the sooner will this Administration's attitude change from mere tolerance to active understanding.

Editorial

In November 1965 the California Library Association held its annual meeting in San Francisco. CU News, the weekly "voice" of the Library Administration, took official cognizance of the event, stated that nonmembers as well as members were eligible to attend, and called attention to the "Installation Banquet", at which Robert Vosper, President of the American Library Association, was scheduled to speak on "The Librarian's Expanding Community".

In December the American Association for the Advancement of Science held its annual meeting on the Berkeley campus -- the first time in eleven years west of the Rocky Mountains. CU News announced the meeting, listed eighteen samples of the agenda, and two weeks later printed a warning from the Chancellor's Office that parking might present some temporary difficulties because of the large number of delegates driving on campus. No mention was made of the scheduled session on "Computers and the University", at which Martin Cummings of the National Library of Medicine was to speak on "the library's function".

Also in December, the American Historical Association held its annual meeting in San Francisco -- the first time since 1915 on the Pacific Coast. Discussions were scheduled on "New Dimensions in the Education of American Archivists"; on "Manuscripts on Microfilm: Current Programs and Progress"; and on "Historians and Reprint Publishing: Mutual Problems". CU News did not see fit to give any space whatever to the convening of this important conference, although it did note on its last day that a Library exhibit had been arranged in connection with it.

The University of California Library did not see fit to urge or even to suggest, in its official organ, that any of its staff attend sessions of these conferences. It did not announce that time off from work might be granted to attend relevant programs. It did not outline procedures that might be followed in applying for absence, with or without pay, to attend programs to which scholars, including librarians, were gathering from every part of the United States.

Presumably, some UC librarians attended meetings. Some may even have been delegates to meetings. Presumably, any employee who felt strongly enough about attending could have divined that the proper procedure was to go to his department head and ask for time off. Presumably, this permission

would have been granted more often than not, although working schedules obviously make arrangements for librarians more difficult than for faculty members.

Librarians are not notoriously aggressive. The fact is that this Administration's negative philosophy so pervades the Library that few employees must have taken it upon themselves to initiate action. If evidence were needed that librarians on this campus, given encouragement rather than faced with indifference or outright hostility, want to attend conferences, want to improve their academic qualifications, want to take a more active role in their own profession -- then the results of the questionnaire on academic study, printed elsewhere in this paper, will help to supply it.

For the first time in the memory of some fairly long-term employees, Library Administration (in CU News 20 January 1966) publicly invited professional staff members to enroll in a University course -- the one offered in library system analysis and design. Of over twenty who applied, seven were accepted. A few weeks earlier, Administration had stated, in a memo directed to Department Heads and supervisors, that "promising individuals" would be granted time off to attend classes in personnel administration. And most recently, on 10 February, it took the giant step and actually encouraged librarians to discuss their educational interests with the Library Personnel Officer.

We applaud Administration's awakening interest in the education of its staff, largely inspired, we suspect, by the activities of the Library Chapter and the publication of CU Voice. We agree that properly trained supervisors can improve a deteriorated situation, in this institution as in any other, but it should be equally obvious that skills in systems analysis or supervisory relations cannot take the place of a positive, enlightened approach to the needs of the growing number of employees who are tired of being treated like second-class citizens. It is time for this Administration to stop concentrating on palliatives, on piecemeal, trickle-down solutions to the problems that beset it, and begin to take a realistic view of what is happening in the library profession today.

It would be a pity for a library as great as this, in a university as great as this, to cling obdurately to the practices of an outmoded past. It cannot successfully do so for long.

The Bureaucratic Glacier

Berkeley

"Campus regulations shall permit University personnel, students, and registered student organizations and others as specified by the Chancellor, to post, distribute free of charge, and exhibit non-commercial materials. All such materials shall clearly indicate the name of the sponsoring person or registered student organization."

"New Policies on Students and Use of Facilities to be Effective 1 July..." Sect. III, Part A (e), in University Bulletin, vol. 13, no. 41, 29 June 1965, p. 271-2.

6 August 1965. A committee of the Library Chapter met with Mr. William Wenz, Library Personnel Officer, to discuss the application of this rule to the posting of notices on staff bulletin boards in the Library. The previous rule had required that notices posted receive his written approval -- except for rental ads, items for sale, offers of free kittens, etc. Mr. Wenz said he was not familiar with the new policy statement, and that until he received an interpretation of it, the old rule would remain in effect. He promised to get an interpretation as soon as possible from the Campus Personnel Office.

9 August 1965. Mr. Wenz said that the Campus Personnel Office was unable to interpret the paragraph concerning bulletin boards, and that the matter was being referred to Universitywide Personnel Office for clarification.

13 September 1965. Mr. Wenz said he had still not received clarification from Universitywide Personnel Office.

21 September 1965. In a meeting with John Wagner and Francis X. Small of Campus Personnel Office, two officers of the Library Chapter inquired about the use of staff bulletin boards. It was stated that new policies concerning the use of University facilities were under study, and that no decision could be given about this one point, since it had to be considered in the context of all the provisions of this University regulation.

1 March 1966. No further word has been received to date. Mr. Wenz must still approve the posting of any notice by the professional librarians of the Library Chapter on bulletin boards accessible only to Library staff members.

Los Angeles

On 20 September 1965, and again on 5 October, Jerry Fleischman, member of the Chancellor's staff on the Los Angeles campus, stated that librarians at UCLA lost their eligibility for the half-fee study program when their status changed from nonacademic to academic in 1962. This ruling, he said, came from the office of the Vice Chancellor, Foster Sherwood.

October 1965. CU Voice published a story comparing the differing practices at the Berkeley and Los Angeles campuses regarding academic study for librarians.

8 December 1965. Miss Page Ackerman, Associate University Librarian at UCLA, sent a letter to CU Voice pointing out the "inaccuracy" of its story. Professional librarians, she said, never ceased having the reduced fee privilege: two staff members were currently taking courses under the program.

16 December 1965. Mr. Fleischman repeated his understanding of the rule, and said he would try to obtain a written statement.

6 January 1966. Mr. Fleischman said he had still had no clarification from the Chancellor's Office. He agreed that it looked as though the rule at UCLA was being somehow ignored, evaded, or violated.

15 February 1966. Mr. Fleischman said he had still not been able to get a statement from the Chancellor's Office, and would try once again. He agreed that the foregoing statements, read to him over the phone, were accurate, and said he would send a written statement of his own regarding his understanding of the situation.

17 February 1966. In a letter to CU Voice, Mr. Fleischman explained the policy sources used by the Registrar -- "the Officer responsible for such matters" -- in excluding academic employees from the reduced fee privilege, adding that he could not say whether applications for the use of the privilege were "carefully examined", or whether the Registrar's interpretation was the "right" one.

The rule barring academic employees from taking courses at UCLA under the half-fee privilege still stands. And librarians at UCLA continue to take courses in violation of that rule.

Academic Study (cont.)

Sample quotes from respondents:

- I think the Library should pay for courses related to our work. I don't think we should ask for time off to take courses unrelated to our work. This would be unfair.
- The term "relation to the present job" should be broadly defined, and official encouragement should be given to librarians who show interest in taking courses for professional growth.
- I think it fair to get time off -- without pay -- for non-job-related courses... I feel that fees should be waived for courses, whether job-related or not.
- The person who is not pursuing a degree program should not be discouraged from, or penalized for, adding to his knowledge of academic subjects.
- Unless the course would serve to improve one's performance on the job, I see no moral reason why time should be provided, with or without pay.
- Librarians move around so much in the University Library system that it has always seemed to me that it would be to the University's advantage to allow the librarians to take a course or so a year in any field offered by the University.
- I feel rather strongly that librarians should be allowed to take any courses. Close attention to a division between job-relation and non-job-relation turns into nit-picking. The University should expect an average of one course per year rather than letting the initiative arise from the employees.
- Those wishing to take classes simply cannot do it if things are not made easier than they are. That is, the fees are high, the red tape is endless, and night classes in certain subjects do not exist.
- Until the Library Administration recognizes the desirability of developing the overall potential of the librarian, librarians will continue to be second class citizens of the academic world -- mere highly trained and well-paid masters of trivia.
- I would like to suggest that the question of determining whether a particular course is "related to the present job" be decided not by supervisors alone, but through more "democratic" procedures satisfactory to both librarians and to their supervisors.

- Happily, our supervisors are enlightened faculty who encourage academic study.

- As far as the work of a Librarian I is concerned, there is little if any stimulating compensation, but all this could be bearable if one could participate in an intellectual exchange in the classroom for a few hours a week... It would seem that any and all courses offered at the University should be approved regardless of immediate use in one's field of library work.

- I would look with disfavor on any of my staff taking courses with pay that were not related in some way to their jobs. If they want to take wrestling, modern dance, Chinese calligraphy, etc., they should do so on their own time.

Legal Rights of the Injured University Worker

Space limitations prevent a full scale discussion of the rights of injured University employees. Essentially, however, University employees, whether faculty members, librarians, researchers, or manual workers, are covered by the same law, the California Workmen's Compensation Law which is part of the Labor Code. Although University employees who are members of blue collar unions are, because of their union officials, usually well advised of their legal rights, this unfortunately is often not the case with professional and white collar employees.

One of the most heart-breaking occurrences for a lawyer is to have to inform a seriously injured employee that he has lost his right to claim compensation because of a failure to fulfill procedural requirements. Another all too frequent situation is the failure of the employee to recognize that the injury he has suffered is compensable. For example, it is possible that a heart condition or a bleeding ulcer may be an injury arising out of and in the course of employment, and as such covered by our industrial injury laws.

It is important that any employee of the University suffering an injury or illness which is or which he feels ought to be related to his employment, secure legal advice as to his rights under the state industrial injury law. Should you have questions, raise them with your union officials who can direct you to sources of information.

By Joel Goldfarb of Darwin, Rosenthal & Leff, General Counsel for Local 1474 American Federation of Teachers.

The Chief Librarian: Three Views

When some of the leading university librarians of the country have so little confidence in the contributions which they and their colleagues are making to higher education that they doubt whether library staff should be ranked with the faculty, it is not only discouraging but downright appalling. It is an ironic fact, however, that these same chief librarians are willing to accept and usually insist upon academic rank for themselves. Whether consistency is a jewel or the bane of small minds, strict logic would lead them to reject the professorships which they proudly list in "Who's who" sketches.

Robert B. Downs, "Are College and University Librarians Academic?", *College and Research Libraries*, January, 1954.

The director of a library has the responsibility of furthering the professional advancement of the staff. He must... encourage educational progress, formal or informal, in professional and other subject areas; provide for a careful separation of professional and non-professional activities, to the end that librarians are enabled to use their abilities to the fullest; recognize that promotion in rank does not necessarily require the performance of administrative duties; and through democracy in administration utilize the abilities of the professional staff in the management of the library.

Committee on Academic Status of ACRL's University Library Section, "Status of College and University Librarians", *CRL* September 1959.

Higher status must begin in the mind of the chief librarian. He should conceive of himself and his

staff primarily as intellectual workers. He must free his staff from clerical duties and encourage them to spend time on projects leading to growth and development. He must guard against bestowing the highest prestige and rewards on those who are neither scholars nor experts in human relations, but technicians concerned with the manipulation of budgets, purchase of equipment, plans for new buildings, etc....

At some colleges chief librarians may gain self-esteem by being the only librarians accepted by deans and teaching faculty on a basis of equality. At the same time, an autocratic chief librarian may prefer maintenance of the status quo as a tool to keep absolute control over the library. So complete may be the isolation of the staff librarians from the rest of the campus, and so lacking may they be in personal weight, that bad administrative conditions may be indefinitely perpetuated within the library, and a continuous, and somewhat mysterious arrival and departure of professional librarians may be observed....

"Certainly we have reached a point... where a chief librarian can no longer with easy conscience accept faculty rank and academic status for himself, leaving his staff in a vague kind of no-man's-land between the faculty and clerical staff." (William H. Carlson, *CRL* 1955) Certainly staff librarians have reason to wonder at a chief librarian who makes no constructive efforts to integrate his group into the body politic, and to question whether or not he is fulfilling his function as an executive to the best of his ability.

Jane Forgotson, "A Staff Librarian Views the Problem of Status", *CRL*, July 1961.

Library Chapter Membership

Excluding top executives and Heads of Departments and Branches, one out of every three General Library professionals on the Berkeley campus has joined the Library Chapter, Local 1474 of the American Federation of Teachers, AFL-CIO. Forty members of a traditionally un militant profession have chosen to ally themselves with a labor union in the short space of nine months. Librarians are no longer content merely to be acted upon; the time has come when they insist that their voices be heard and heeded in the educational systems of which they are so essential a part.

Faculty Spouses, Sí; Librarians' Spouses, No

If you are the wife or husband of a faculty member on the University staff, you are granted the privilege of an Extended library card, which automatically gives stack access and exemption from fines. There is no fee.

If you are the wife or husband of a professional librarian on the University staff, you may apply for a Special library card under the same regulations that apply to all Bay Area residents. The fee is \$10 per year.